

**SAN DIEGO EDUCATION ASSOCIATION PROPOSAL TO
SAN DIEGO UNIFIED SCHOOL DISTRICT**

March 1, 2018

PACKAGE PROPOSAL

The San Diego Education Association proposes the following package proposal. SDEA's Article 7: Wages; Article 8: Hours; Appendices A, F, G; Article 10: Leave Policies; Article 36: Effect of Agreement proposals are contingent upon SDUSD's acceptance of the package proposal in totality as presented by SDEA to SDUSD on March 1, 2018. Absent SDUSD's acceptance of the package proposal, SDEA reserves the right to amend, modify or withdraw the proposal.

Effect of Agreement: Article 36

SDEA Proposal Article 36 (March 1, 2018)

Term of the Agreement: SDEA proposes a two-year term effective July 1, 2017 through June 30, 2019.

Wages: Article 7

SDEA Proposal Article 7 (March 1, 2018)

7.1 SALARY RATES

7.1.1. 2017-2018 Salary Rates. Effective July 1, 2017, the 2017-2018 salary rates shall be increased by 2.0%.

7.1.2. 2018-2019 Salary Rates. Effective July 1, 2018, the 2018-2019 salary rates shall be increased by 2.5%.

7.5.1 Effective July 1, 2018, The California Teacher Induction Program shall be made available to all eligible unit members. Unit members who participate in an induction program shall not be required to make any financial contributions.

Appendices

Appendix A: Section 8 Special Compensation 8.05

Appendix F: Section 8 Special Compensation 8.02

Appendix G: Section 8 Special Compensation 8.02

Effective July 1, 2017, an annual stipend shall be paid to unit members on the Appendices A, F & G salary schedules who have completed 18 or more years of verified creditable experience. This stipend shall be paid on a monthly prorated basis in addition to the regular salary.

Creditable Experience Completed:

18 to 21 years	\$785.22*
22 years or more	\$2110.70*

Article 8: Hours of Employment

SDEA Proposal Article 8 (March 1, 2018)

Article 10: Leave Policies

SDEA Proposal Article 10 (March 1, 2018)

Article 13: Class Size

SDEA Proposal Article 13 (March 1, 2018)

Appendix G: Speech-Language Pathologists

SDEA Proposal Appendix G: Sections 3.04, 3.05 and 8.01 (March 1, 2018)

SDEA will continue negotiations on all articles not part of the package proposal.